



To: City Contractors
From: Department of Workplace and Employment Standards
Date: 6/22/24
Re: City of Oakland Living Wage Increase

Since 1998, the City of Oakland has required all companies and non-profits doing business with the City to pay a living wage to their employees and provide them with 12 compensated days off per year. This [ordinance](#) applies to entities entering into service contracts with the city worth at least \$25,000 or benefit from at least \$100,000 in city subsidies per year. This living wage increase must be implemented by employers each year on July 1st.

LIVING WAGE RATES:

Effective 7/1/2024 rates are as follows:

- **\$17.37 Per Hour with Health Benefits**
- **\$19.95 Per Hour without Health Benefits**

HEALTH BENEFITS:

Full-time and part-time employees paid at the lower living wage rate shall be provided health benefits. Contractor shall provide proof that health benefits are in effect for those employees no later than 30 days after execution of the contract or receipt of City financial assistance.

COMPENSATED DAYS OFF:

Employees shall be entitled to twelve compensated days off per year for sick leave, vacation or personal necessity at the employee's request and ten uncompensated days off per year for sick leave. Employees shall accrue one compensated day off per month of full time employment. Part-time employees shall accrue compensated days off in increments proportional to that accrued by full-time employees. The employees shall be eligible to use accrued days off after the first six months of employment or consistent with company policy, whichever is sooner. Paid holidays, consistent with established employer policy, may be counted toward provision of the required 12 compensated days off. Ten uncompensated days off shall be made available, as needed, for personal or immediate family illness after the employee has exhausted his or her accrued compensated days off for that year.

Please notify affected employees, sub-consultants and sub-grant recipients, and post the attached poster in an area where employees will see it: [City of Oakland Living Wage Rates Poster](#)

If you have any questions regarding the Living Wage ordinance or want help determining if this ordinance applies to you, please contact: livingwage@oaklandca.gov or 510-238-7359.